

willingness to accommodate their scheduling needs was a reason for staying with the same employer.

Table 2. Percentage of RN and LPN staff nurses citing a specific reason for staying with their employer for 5 years or more

	Staff RNs	Staff LPNs
Reasons for staying	N = 171	N = 142
Good benefits	45.0%	52.1%
Good relations with MDs	43.9%	56.3%
Good mentors / colleagues	42.7%	33.1%
Management accommodates my scheduling	41.5%	33.8%
Good pay	40.4%	39.4%
Other	29.2%	23.2%
Adequate staffing levels	22.8%	12.0%
Good continuing education opportunities	15.8%	12.0%
Management listens to the nurses' concerns	15.2%	20.4%
Only nursing employer in town	11.7%	3.5%
Nurses here can control their own practice	7.6%	4.9%
Good advancement opportunities	5.6%	8.5%

The results in Table 3 are very similar to those in Table 2, except that the information is broken down by employment setting. Although the percent of nurses choosing a particular reason might vary somewhat across settings, t-tests of proportions showed that only in one case did setting make a significant difference in the reason why RNs or LPNs stayed with an employer for more than 5 years. A greater proportion of LPNs in community settings indicated that good relations with physicians mattered to them (74.3%) than was true of LPNs employed in hospitals (41.2%) or in nursing homes / rehabilitation facilities (36.8%) for more than 5 years.